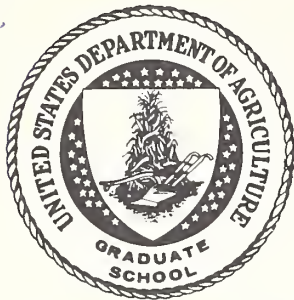


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GRADUATE SCHOOL

CONTINUING EDUCATION
FOR THE FEDERAL
COMMUNITY

Newsletter

CALENDAR OF EVENTS

April 1970

May 5

Faculty Luncheon - to be announced

6

Lecture - "Control Systems in Insect Development," by Dr. Howard A. Schneiderman, Case Western Reserve University. Plant Industry Station at 10:30 a.m.

23 - 28

Evening Program Registration for Summer Semester

PROJECT 60

What a few determined people can do to advance the prospects of disadvantaged people in Civil Service "dead end" jobs was demonstrated at our April faculty luncheon.

Mrs. Elsa Porter, Chief of the Career Development Branch, in the Department of Health, Education, and Welfare, and a member of her staff, James Ross, described their "Project 60" of which Mr. Ross is the manager.

They explained the name of their undertaking, "Project 60," simply meant that it had involved, to date, 60 trainees. These were organized in groups of 30 -- and the plan is to undertake to help another group of 30, at which time the program may be redubbed "Project 90."

They described the program as a demonstration project, which has been underway only since last September.

What is involved is taking disadvantaged people who are in low-grade "dead end" jobs such as messengers, laborers, and reproduction workers, and providing them with a combination of classroom and on-the-job training that will fit them for promotion in specific areas of work.

The trainees involved to date have all had less than a full high school education, some having gone no further than 6th grade. Their reading abilities have averaged 5th grade level. The trainees have been both men and women, both black and white, ranging in age from 18 to 52. Some have been classified as mental retardees.

The program does not guarantee any of the trainees a promotion. Rather it aims at fitting them to work in areas where there is opportunity for advancements. Three such



areas that have been identified, so far, include warehousing, storekeeping, and procurement work. In these fields, it is felt, lack of formal education is not necessarily a barrier to advancement. Therefore, they were selected for this program and curricula and teaching guides for them were developed under the auspices of the Manpower Development and Training Act.

The program encompasses 13 weeks of classroom and on-the-job training. The classroom work is given for two hours a day including one hour of basic education and one hour of skills training. Supervisors for the on-the-job training are carefully selected to provide the supportive kind of atmosphere that these trainees especially need.

The teachers for the classroom work are also carefully selected because it is necessary for them to impart more than knowledge -- they must instill in the trainees a feeling of self-worth. The teachers use respect and dignity in the classroom, as well as showing care and concern for their pupils. They exercise a great deal of patience, and never allow a pupil to fail. All of this is important so that these disadvantaged trainees can find out that learning is not only possible, but also rewarding.

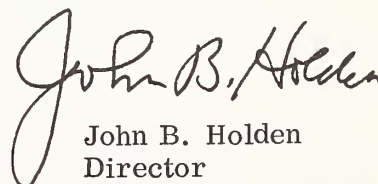
Results of the program, the speakers said, have been very good. Feed-back from the "employers" -- those providing the on-the-job training -- has been enthusiastic. Such "employers" are enlisted by offering them "free" workers for six hours a day for the 13-week training period.

An example cited was that of a woman who did nothing but stuff envelopes all day. She was rated as mental retardee. But she expressed interest in learning storekeeping and after the 13-week training period she had gained enough sense of self-worth to try for employment in this field. During her on-the-job training, she learned a complicated system of numbers required for keeping track of stock.

Another so-called mental retardee was employed as a messenger. He was training for warehousing and during his training period suggested an improvement in the warehousing system that older and more experienced people in this field had overlooked.

FACULTY NOTES

Conrad F. Taeuber, a member of our Human Relations Committee, is cited in a recent New York Times article as the "Wizard of the Federal Census." The article details his long and distinguished career in the field of demography -- along with the accomplishments of his wife and two sons in the same, or closely related, areas. Dr. Taeuber is associate director of the census for demographic fields and is directly responsible for the population, housing, and agricultural data whose collection, the Times says, "will affect nearly every American." The Times quotes Dr. Taeuber's view on the importance of his work as "To provide the statistical data with which to illuminate our society."


John B. Holden
Director